



EMPLOYMENT OPPORTUNITY
Fish and Wildlife Biologist 2
\$3213.00 – \$4214.00 Range: 48

Recruitment 1347-10 Opens: April 16, 2010 Closes: April 30, 2010

Job Summary

This is a fulltime, permanent position. This position implements research, monitoring and evaluation (RM&E) activities to determine the abundance, productivity, survival rates, and temporal and spatial distribution of ESA listed adult and juvenile anadromous salmonids in the Asotin Creek subbasin. Baseline population data for summer steelhead collected under this project will be used to refine fish return and management goals, assist in the establishment of numeric fish population goals in the Asotin Creek Subbasin Plan, and help WDFW meet its obligations under the ESA.

The incumbent will interact with multiple management and research units from state, Tribal and Federal Agencies. Funding for this work is through multiple contracts with outside agencies (i.e., BPA, RCO, SRSRB, etc.). Therefore, this position will develop funding proposals to ensure continuation of the project. This lead biologist will be supported by a skilled crew and will have an opportunity to engage in the development and reporting of critical biological metrics for an ESA listed steelhead population and publish results in peer reviewed journals.

Principal activities include:

- As lead field biologist, develops and implements work plans; negotiates permit limits with outside agencies
- Analyzes data using appropriate analytical methods
- Writes Annual Reports, publishes papers in scientific journals
- Gives presentations to constituent groups and funding agencies
- Writes project proposals and funding requests
- Develops weir technology; Innovative uses of materials and methods to capture biological data
- Leads and supervises junior staff

Working Conditions

This position is located in the Clarkston Field Office. The typical schedule is 40 hours per week with days off dependent on work schedule for full crew. This position requires the flexibility to work a varied schedule. Day, night, weekend, and holiday work, along with irregular and non-standard work hours may be required. This position performs a combination of field and office duties. Approximately 55% of the work is in the field, including work in extremes of heat and cold and in dangerous conditions such as flooding, debris flows, rocks, and rattlesnakes. Travel is expected to attend meetings related to funding, conferences, training, professional development and to give presentations. The job also requires teamwork to manipulate heavy and unwieldy equipment of varying shapes and sizes weighing more than 100 lbs. Equipment is placed in-stream, usually with manual labor and on-foot access, over rocks, to the sites. Also includes brush clearing, carrying buckets of water, and packing of scientific equipment to trap sites.

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP), which contains a "union security" provision. This means that, as a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

Qualifications and Competencies

A bachelor's degree in biology with an emphasis in fisheries, habitat, ecology, or closely related discipline and one year of experience relevant to the competencies described below is required. An advanced degree with an appropriate specialty may substitute for the experience.

Well qualified applicants will demonstrate **competencies** (knowledge, skills, abilities) in the following areas:

- Comprehensive knowledge of inland anadromous salmonid species and their life histories, including ability to properly identify juvenile and adult salmonids of the Snake River basin and general knowledge of other native and introduced species; ability to safely handle and anesthetize ESA listed species
- Working knowledge of production monitoring methodology, including spawning ground surveys, smolt monitoring with rotary screw (smolt) traps, installing and operating portable adult traps including floating weirs, tagging and marking techniques (including the use of PIT tags and Floy tags), and calculating production estimates
- Demonstrated ability to communicate findings in reports and publications using clear scientific writing and editing
- Ability to develop hypotheses, plan procedures and protocols for testing assumptions and validating methodologies: analyze data using appropriate statistical procedures (e.g. - ANOVA, t-test, trend analysis, efficiency analysis and bootstrap confidence interval development)
- Ability to train and lead other technical and professional staff

How to Apply

To apply for this position you must provide complete and specific information that shows how you meet the qualifications and competencies described above. (1.) Submit a signed state application that describes experience and education relevant to the competencies and qualifications for which you wish to receive credit and (2.) On a separate sheet of paper, provide a detailed resume describing how you meet each one of the competencies. For each competency, list relevant experience, including the employer, job title, and specific duties. For completed training or college coursework, specify the course title and school and briefly describe what you learned relevant to the competency.

Here are the ways you can submit your signed application.

1. Mail your application materials to:
Margaret Gordon, Recruitment Specialist
Human Resources Office, Department of Fish and Wildlife,
600 Capitol Way North, Olympia, WA 98501-1091
2. Or scan a signed copy and send by e-mail to: WDFWjobs@dfw.wa.gov

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.